



**2026 Notice of Tenure and Promotion
Consideration and Invitation for Feedback**

Dear Faculty of Education Community,

The following faculty members have applied for tenure and promotion from Assistant Professor to Associate Professor:

- **Dr. Xiaoxiao Du**

The following have applied for promotion from Associate Professor to Professor:

- **Dr. Graham Lea**
- **Dr. Virginia Tze**

We invite you to provide feedback on the candidates' CONTRIBUTIONS TO TEACHING, RESEARCH, AND SERVICE to assist the tenure and promotion committees.

Please forward your feedback in confidence to Elsie.Gomez-Besana@umanitoba.ca no later than August 28, 2026.

To support the review process, please provide a separate email for each candidate. For ease of processing, please use the following subject line format: *2026 Notice of Tenure and Promotion Feedback – [Candidate Name]*

Submissions are welcome from all members of the Faculty of Education community, including faculty members, students, support staff, university colleagues, research colleagues, educational partners, community partners, and others.

In accordance with the University of Manitoba Faculty Association (UMFA) 2024-2028 Collective Agreement (Article 20), the Faculty of Education Promotion Guidelines: Criteria, Timelines and Procedures (April 2021) and, Faculty of Education Tenure Guidelines: Criteria, Timelines and Procedures (December 2019), tenure and promotion committees have been formed to make recommendations to the Dean on these applications.

Please note: The candidate shall receive copies of all submissions with identifying marks removed, as per the UMFA Collective Agreement.

Thank you to all of those who submit feedback.

Sincerely,

2026 Tenure and Promotion Chair
Faculty of Education, University of Manitoba